



International
Labour
Organization

Documentation Report

CARING (Convening Actors to Reduce Child Labor and Improve Working Conditions in ASGM) Gold Mining Project (PHL/16/50/USA)

Midterm Performance Review

Joint Internal Evaluation (USDOL-ILO)

**ILO Auditorium
ILO Country Office for the Philippines
Makati City, Philippines
20-22 August 2018**



List of Acronyms

ASGM	Artisanal and Small-Scale Gold Mining
BAC	Business Advisory Centre (Ghana)
CARING	Convening Actors to Reduce Child Labor and Improve Working Conditions in ASGM
CBMS	Community-Based Monitoring System
CL	Child Labor
CLMS	Child Labor Monitoring System
CMCT	Community-Led Monitoring and Certification Team
CMEP	Comprehensive Monitoring and Evaluation Plan
CCPC	Community Child Protection Committee (Ghana)
CCT	Conditional Cash Transfer
CSO	Civil Society Organization
DENR	Department of Environment and Natural Resources (Philippines)
DOLE	Department of Labor and Employment (Philippines)
DSWD	Department of Social Welfare and Development (Philippines)
EMB	Environmental Management Bureau (Philippines)
FGD	Focus Group Discussion
GEF GOLD	Global Environment Facility-Global Opportunity for Long-Term Development
GNASSM	Ghana National Association of Small-Scale Miners
GNRC	Ghana NGO Coalition on the Rights of the Child
ILO	International Labour Organization
IMCIM	Inter-Ministerial Committee on Illegal Mining (Ghana)
KAP	Knowledge, Attitude and Practice
LDP	Local Development Plan
LEAP	Livelihood Empowerment Against Poverty (Ghana)
LFS	Labor Force Survey
LGU	Local Government Unit
MASLOC	Microfinance and Small Loans Centre (Ghana)
MC	Minerals Commission (Ghana)
MGB	Mines and Geosciences Bureau (Philippines)
MLNR	Ministry of Lands and Natural Resources (Ghana)
MMIP	Multilateral Mining Integrated Project
MOU	Memorandum of Understanding
NBSSI	National Board for Small-Scale Industries (Ghana)
NCLC	National Child Labor Committee
NGO	Non-Government Organization
NPACL	National Program against Child Labor (Philippines)
NHIS	National Health Insurance Scheme
OSH	Occupational Safety and Health
OSHC	Occupational Safety and Health Center (Philippines)
PMRB	Provincial Mining Regulatory Board (Philippines)
SHIELD	Strategic Helpdesks for Information, Education, Livelihood and other Developmental Interventions (DSWD-Philippines)
SOMOPAC	Social Mobilization Partners Against Child Labour (Ghana)
TESDA	Technical Education and Skills Development Authority (Philippines)
TOR	Terms of Reference
TPR	Technical Progress Report
TWG	Technical Working Group
UMaT	(George Grant) University of Mines and Technology (Ghana)
USDOL	United States Department of Labor
WC	Working Conditions

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I. Background and Introduction

A. About the CARING Gold Mining Project

The artisanal and small-scale gold mining (ASGM) subsector is economically significant, accounting for 15 to 20 per cent of annual global gold production. ASGM provides employment and income for an estimated 10 to 15 million miners globally. Despite the potential of ASGM to contribute to the wellbeing of its workers, the subsector is more often than not plagued with a bad image, due to the dangerous nature of the work, poor working conditions, and other decent work deficits, including child labor.

The strategy of the CARING (Convening Actors to Reduce Child Labor and Improve Working Conditions in ASGM) Gold Mining Project is premised on the notion that ASGM can make a valuable contribution to local and national economies and societies. The Project's goal is to convene stakeholders to develop and implement strategies to reduce child labor and improve working conditions in ASGM. It has four complementary outcomes to be pursued in parallel over a 40-month period, as follows:

1. Laws, policies, and action plans to address child labor and working conditions in ASGM are strengthened, enforced, and/or implemented;
2. Access of vulnerable households living in ASGM communities to relevant social protection services and livelihood programs is increased;
3. Mechanisms to increase transparency and monitoring of child labor and working conditions in gold mining supply chains, particularly in ASGM, are developed and implemented; and
4. Global networks to reduce child labor and improve working conditions in ASGM are operational.

While Outcomes 1 to 3 are to be achieved through country-level action in Ghana and the Philippines, Outcome 4 requires both country-specific and global action, including in other countries engaged in ASGM, and with partners operating at supra-national, regional, and global levels. Project beneficiaries include child labourers and their families, artisanal and small-scale gold miners and workers, government agencies and local government units.

B. Objectives of the Midterm Performance Review

Currently, the CARING Gold Mining Project is already midway in its implementation. It is, thus, very timely for the Project to conduct a Midterm Performance Review in order to assess the continued relevance of Project interventions, and the progress it has made thus far toward achieving its planned objectives.

The Midterm Performance Review participants included key ILO implementing staff from Headquarters (Geneva), Regional Office for Asia and the Pacific/ Decent Work Team (Bangkok), the Ghana and Philippines country-level and global-level components, Project implementing partners, and the USDOL, who discussed the Project's performance toward meeting intended outcomes and the Project objective. *The List of Participants is attached as Annex A.*

USDOL and ILO jointly agreed on the specific agenda for the Midterm Performance Review. Specifically, the Review objectives included the following:

1. To assess and document Project progress, successes, challenges and lessons learned for each component area (Outcome) and the Project objective;
2. To assess ways to enhance chances of sustaining results;
3. To document planned actions for the remainder of the Project period; and
4. To identify and prioritize action items/ course corrections to be taken to help facilitate achieving intended outcomes and the Project objective.

C. About the Documentation Report Format

This is a Documentation Report of the Midterm Performance Review of the CARING Gold Mining Project, which was a Joint Internal Evaluation of the Project by the United States Department of Labor (USDOL) and the International Labour Organization (ILO). Covering the Ghana and Philippines country-level, as well as the global-level components of the Project, the Review was conducted on 20-22 August 2018 in Manila, Philippines.

This Report follows the “flipped report” format prescribed by USDOL. It summarizes the major points from the full *Proceedings* of the Review, which is a detailed documentation of the free-flowing discussions and exchanges/ feedback shared by the Review participants.

The structure of this Report provides a snapshot of both USDOL’s and ILO’s assessment of the Project progress, the challenges and the lessons learned midway of Project implementation, as well as the agreed corrective measures, and prioritized actions to be adopted by the Project Team for the remainder of the Project period.

This Report has the following Sections:

- I. Background and Introduction;
- II. Lessons Learned and Action Items;
- III. Project Outcomes;
- IV. Discussion Notes on Project Outcome;
- V. Methodology of the Midterm Performance Review;
- VI. Comments on the Midterm Performance Review Process; and
- VII. Annexes.

This Report will be used as a reference document for the CARING Gold Mining Project and USDOL in the development of a Follow-Up Plan, which will outline main activities and timelines to be implemented for the remainder of the Project period, to be tracked in the Technical Progress Report.

II. Lessons Learned and Action Items

This section covers the key points from the discussions, and what the ILO and USDOL have identified as the lessons learned from Project implementation.¹

A. Key Points

• *Ensuring Project sustainability*

Strategies have been operationalized that will significantly contribute to the sustainability of Project gains. The following are some lessons realized in the course of Project implementation:

1. Provide livelihood and social protection programs to identified Project beneficiaries.
2. Ensure that Project deliverables, targets, and actual accomplishments are integrated in the crafting of the Local Development Plans of Artisanal and Small-Scale Gold Mining (ASGM) communities by using the Community-Based Monitoring System (CBMS). Thus, efforts addressing the ASGM subsector, particularly child labor and working conditions will also be included in their annual investment plans at the community level.
3. Recognizing their mandated regulatory and enforcement powers, it is highly recommended to work closely with existing Government structures and programs. These include the following examples:
 - a. Working with the National Program against Child Labor (NPACL), the National Steering Committee on Child Labor (NSCCL), and the ASGM Technical Working Group of the Department of Environment and Natural Resources (DENR).
 - b. Working with the Strategic Helpdesks for Information, Education, Livelihood and other Developmental Interventions (SHIELD) Program of the Department of Social Welfare and Development (DSWD), which has already indicated its plan to roll-out the SHIELD Program nationwide in 2020. *(Philippines)*
 - c. Working with mandated ASGM agencies, such as the Ministry of Lands and Natural Resources (MLNR) through the Minerals Commission (MC), and local monitoring teams, such as the Community Child Protection Committees (CCPCs). *(Ghana)*
4. Communities have to assess their own needs and available resources; this fosters ownership of Project interventions as residents advocate for their own rights. This also empowers them to gain access to Government services through inter-agency coordination. Project achievements, particularly those with social protection components, should emanate from the local/community level, which will eventually be replicated at the national level. A good example is the role of CCPCs in the monitoring of child labor.
5. From the Project design itself, which views the target beneficiaries from a sectoral lens, it is important to work toward the formalization of ASGM communities. If this is achieved, child labor will consequently be addressed as well.
6. As demonstrated by the experience of Barangay Malaya in Camarines Norte, relevant policies have to be in place, which ensures access to Government programs and services. *(Philippines)*

¹ While the entries in this Section generally apply to the Project's country-level implementation in both Ghana and the Philippines, cases specific to either country setting are indicated accordingly.

7. Focus on working at the local level, i.e., Local Government Units (LGU) for the issuance of Resolutions to support the Project initiatives and interventions. At the same time, close collaboration and coordination among key stakeholders from the local up to the national level is also important. *(Philippines)*
8. Strengthen work on the institutionalization of structures, such as the Provincial Mining Regulatory Board (PMRB), Minerals Commission (MC), as well as the ASGM TWG within DENR at the national level. As the regulatory arm of DENR, the PMRB and MC oversee ASGM management and operation. *(Ghana)*
9. In using the integrated area-based approach, efforts should not be focused only on children in ASGM, but also include other options for children. For example, while the SHIELD Program focuses on the removal of children from mining sites, the Project must also ensure that these children do not move into other sectors, such as agricultural farms, services, and sexual exploitation.

- ***Working with key stakeholders***

The Project maintained close coordination and consultation with key stakeholders, taking a supportive role to their respective mandated activities.

1. Reinforce the supportive role of the Project with the mandated work of Government agencies. Government should always be at the forefront.
2. In the development of joint action/ work plans, it is beneficial to partner with major stakeholders from NGOs, CSOs, Government, etc. This provides the platform for the sharing of Project targets and objectives.
3. Involving the key stakeholders from the planning stage will facilitate coordinated action in the execution of collaborative activities, such as effective reporting. This will also contribute to a functioning coordination mechanism.
4. Enhanced collaboration through information sharing and joint action with stakeholders.

- ***Capacity building for stakeholders***

Capacity building programs were provided by the Project to ensure that stakeholders are equipped with appropriate skills to sustain Project gains.

1. Providing capacity building programs for stakeholders empowers them to move the Project forward and promote long-term sustainability of project interventions. This may include the following skills training: sensitization on child labor and ASGM-related issues; design/ formulation of policies for the national and local levels; and development of tools for law enforcement, training materials, law enforcement procedures, and how to use these tools.
2. At the local level, the Project will conduct trainings with the PMRB, the LGUs, District assemblies, CCPCs and Ghana National Association of Small-Scale Miners (GNASSM), linked to the efforts for the institutionalization of the ASGM. *(Ghana)*
3. At the national level, part of the Project deliverables is to train regulatory officials, including the DENR, DOLE, law enforcement officers, MC, and Ministry of Employment and Labour Relations (MELR), all of whom are part of the Child Labor or ASGM Working Groups. *(Ghana)*
4. Capacity building for social protection personnel, as well as line Government agencies (local, district and national levels) on child labor monitoring. *(Ghana)*

- **Knowledge sharing**

The conduct of relevant studies by the Project contributes to a knowledge base, which is especially needed in the crafting of policies and communication/ advocacy products. The following are some of the research studies conducted so far:

1. ASGM Situational Report – (i) Provides the baseline for the Project, including the policies to be amended; (ii) This strategy utilized a participatory approach among key informant through interviews and focus group discussions; and (iii) To strengthen the study, laboratory analysis of air, soil and plants were also conducted to validate the presence of mercury and other minerals. *(Philippines)*
2. Gap analysis of the Small-Scale Mining Law and Child Labor Law – This will be the basis for amending Republic Act No. 7076 (“An Act Creating A People’s Small-Scale Mining Program, and for Other Purposes”). *(Philippines)*
3. OSH Report – This will be the basis for developing the OSH Guidelines in Mines, as well as the Small-Scale Mining Safety Rules and Regulations (DENR DAO No. 97-30). *(Philippines)*
4. Identify and profile the providers of Social Protection and Livelihood Services, and the mechanisms by which the services can be assessed (Pre-Situational Analysis), including the development of stakeholder agreements on providing social protection.
5. Knowledge, Attitude and Practices (KAP) survey, which identifies the gaps in capacity and awareness on ASGM and child labor issues. This informs the Projects advocacy and awareness campaigns and capacity building materials. *(Philippines)*
6. Identify and profile ASGM supply chain actors for collaboration and information sharing.

- **Creating/ strengthening local structures**

The Project formed community-based structures, and strengthened existing ones toward facilitating access to social protection programs and services.

1. Formation of the CCPC in Ghana to support monitoring, referral to social protection programs, and empowering them to access support services. *(Ghana)*
2. Establishment of CSO-NGO linkage to assess existing services down to the community level – Highlight the convening power of ILO to bring the national Government to the ground and build partnerships with large-scale mining companies, such as AngloGold Ashanti Ltd. (AGA) in Ghana, and facilitate the provision of services to the target communities. *(Ghana)*
3. Strengthening small-scale mining associations to transition to formalization – Highlight the consistent presence of Ban Toxics on the ground and their experience in organizing the ASGM community. *(Philippines)*
4. Using existing structures and mandates of Government agencies, through the SHIELD Program, in cooperation with DSWD, DOLE, DENR, DTI and the Compassionate Gold Multi-Agency Certification Team (CMCT). *(Philippines)*

- **Project innovations**

The Project introduced tools and other innovations to institutionalize child labor monitoring and work toward ASGM formalization, among other objectives.

1. Development of practical tools to monitor CL and WC along the ASGM supply chain—this will be implemented/ tested by national or local Governments, and mining-related stakeholders in Ghana. *(Ghana)*
2. Development of sector-specific guidance for businesses on “due diligence” tool, using the Craft Code model in ASGM communities—this is still being explored for development in the Philippines, in partnership with the Employers’ Confederation of the Philippines. *(Philippines)*
3. Dissemination of child labor and ASGM laws – Targeted dissemination and establishment of partnerships for preventive law enforcement.
4. Introduction of mercury-free technologies.
5. Working toward the formalization of ASGM and self-regulation of GNASSM. *(Ghana)*
6. Provision of livelihood and improved productivity of ASGM operation to improve the engagement of women toward improving their income.
7. Establishing linkage to Fashion Week/ tapping the market, featuring Compassionate Gold; another runway show scheduled in November 2018. *(Philippines)*

- **Project visibility/ advocacy**

Project visibility at the community and national levels was ensured through the promotion of information and advocacy campaigns on children’s rights and working conditions.

1. Development and implementation of advocacy and awareness campaigns in districts, communities, schools through the SCREAM (Supporting Children’s Rights through Education, the Arts and the Media) methodology, and at the national level. *(Ghana)*
2. Using the findings of the Knowledge, Attitude and Practices (KAP) study as basis for the development of context-specific information, education and communication (IEC) materials. *(Philippines)*

B. Planned Action Items

The following are the planned action items for the remainder of the Project:

1. Extend Project activities until October 2019; finalize Project revision; finalize no-cost extension and initiate process of cost extension; review and discuss contract with Ban Toxics. *(All countries, for immediate action)*
2. Ensure visibility of Project activities through documentation of results, processes, best practices, case studies, etc.; share information systematically with Government via joint activities. *(Ghana and Philippines, within six months)*
3. Develop and implement a Strategic Communications and Advocacy Plan, building on the findings/conclusions of the study on Knowledge, Attitude and Practices (KAP). *(Ghana and Philippines, within six months)*

4. Build on the lessons learned/ good practices of past ILO anti-child labor programs, e.g., soccer balls, surgical instruments, carpets, etc. *(Global, within six months)*
5. Strengthen women's participation in mining, to include: (a) women managers/ entrepreneurs; (b) women's engagement/ empowerment/ leadership; (c) capacity building for women; and (d) gender studies/ more research on roles of women in mining. *(Ghana and Philippines, within one year, requires additional funding)*
6. Work toward formalization – (a) promote better understanding of formalization; how the Project can contribute to formalization; (b) legal processes; procedural requirements for business registration, e.g., business permits, license fees, etc.; (c) conceptualization; and (d) the role of occupational safety and health (OSH). *(Ghana and Philippines, within six months)*
7. Promote/ advocate mercury-free technologies and innovations toward the elimination or reduction of mercury use – More collaboration/ coordination with Ban Toxics; United Nations Environment Programme (UNEP); University of Mines and Technology (UMaT); Ghana National Association of Small Scale Mining (GNASSM); Global Environment Facility-Global Opportunity for Long-Term Development (GEF GOLD); Artisanal Gold Council (AGC), etc. *(Ghana and Philippines, within six months)*
8. Build on the Philippine experience in conditional cash transfer program; tap other related DSWD programs/ services. *(All countries, within six months)*
9. Engage the Ghana Ministry of Gender for the possible review of LEAP – Conduct a case study on cash transfer program for aged guardians/ grandparents (single-headed households with child laborers) who do not have business and/or entrepreneurial know-how. *(Ghana, within one year)*
10. Anchor on programs of DSWD, and develop initiatives to address teenage pregnancy/ early marriage. *(Philippines, within one year)*
11. Adopt responsible parenting programs/ sessions. *(Ghana and Philippines, within six months)*
12. Identify program models on preventing children from going into child labor (children at-risk), and factor these into the Child Labor Monitoring System (CLMS). *(Ghana and Philippines, within six months)*
13. Define the nature/extent of amendments to national laws, policies and action plans—i.e., adoption, enforcement, implementation? *(Ghana and Philippines, within six months)*
14. CMEP use/ analysis to integrate and guide the process of monitoring, evaluating, and reporting on Project progress. *(Ghana and Philippines, within six months)*
15. Knowledge sharing—e.g., collaboration with UMaT and University of British Columbia; sharing of information and methodology; political dynamics of mining, etc. – Explore information sharing between Ghana and the Philippines; how Ghana can support the Philippines (South-South cooperation), e.g., certification course on mining administration, mining inspection, OSH, etc. *(Global, within one year)*
16. Strengthen/ expand networks of non-traditional partners. *(All countries, within one year)*
17. Explore partnership with telecommunications companies to provide temporary and/or enhanced network in Project communities – to enable the NHIS to enrol them in the service, using their mobile registration kits. *(Ghana, within six months)*
18. Build the capacity of the CCPCs to develop and test local level child labor monitoring tools. *(Ghana, within one year)*

19. Engage media as Project partner in advocacy work. *(Ghana and Philippines, within six months)*
20. Partner with the Central Bank of the Philippines, and the Mines and Geosciences Bureau-Department of Environment and Natural Resources (MGB-DENR) for O-Taxation in *Minahang Bayan* areas (People's Small-Scale Mines). *(Philippines, within one year)*
21. Reach out to other players in the supply chain, e.g., gold refiners, Central Bank, etc. *(All countries, within one year)*
22. Pilot the SHIELD Program in South Cotabato. *(Philippines, within one year, requires additional funding)*
23. Provide direct services for non-SHIELD children, e.g., school feeding program, provision of school supplies, etc. *(Philippines, within one year, requires additional funding)*
24. Advocate for the inclusion of child laborers in social protection programs, e.g., school feeding program, LEAP, and other interventions; and formulate criteria for targeting social services for child labor cases. *(Ghana, within one year)*
25. Provide linkage between national and sub-national toward implementing and enforcing child labor laws and policies. *(Ghana, within six months)*
26. Finalize strategy on setting up of a national coordinating body that will be linked to global platform. *(All countries, within six months)*
27. Finalize strategy on (due diligence) guidance tool. Tools – Alliance for Responsible Mining (ARM), Craft Code, etc.; share timeline for preparation of these tools. *(Global, within six months)*
28. Define the roles of ILO, USDOL, the CARING Project, and partners in the Community-Led Monitoring and Certification Team (CMCT) and Compassionate Gold. *(Philippines, within six months)*
29. Align Compassionate Gold with global standard, e.g., Craft Code. *(Philippines, within six months)*
30. Address facilities/ utilities issues in Ghana Office. *(Ghana, within six months)*
31. Canvassing (Pro-forma; Use of Long-Term/ Multi-Purpose Agreements with suppliers). *(Ghana and Philippines, within six months)*
32. Review of the Sustainability Matrix. *(Ghana and Philippines, within six months)*
33. Rollout of USDOL Branding Guidelines for all communications products and visibility collaterals. *(Ghana and Philippines, within six months)*
34. Include Ad/Fin Staff in the next Project Review. *(Ghana and Philippines, within six months)*
35. Prepare for the Experts' Meeting and Knowledge-Sharing on Child Labor and Working Conditions in ASGM (2019). *(Ghana and Philippines, within six months)*

The **Matrix of Prioritized Action Points** is attached as **Annex D**.

III. Project Outcomes

This section enumerates the major achievements by Project Outcome.

OUTCOME 1 — Laws, policies and action plans to address child labor, and working conditions in ASGM are strengthened, enforced and/or implemented

Ghana

1. Enhanced technical capacity (knowledge and skill) of stakeholders through training, networking and joint actions;
2. Development of Action Plans with stakeholders;
3. Implementation of the Action Plans (e.g., GNASSM, GNRC);
4. Inputs into national policies and Plans:
 - a. Mineral and mining policy jointly reviewed with MC and recommendations made for express provisions on child labor,
 - b. Project inputs made into the Country Mining Vision, and
 - c. Draft inputs made into the Government Multilateral Mining Integrated Project (MMIP) for the Ministry of Lands and Natural Resources (MLNR);
5. Inputs into local policies and laws:
 - a. Child labor included in district by-laws, and
 - b. Inputs on child labour included in District Medium-Term Development Plans (DMTDP) for Adansi North and Aowin Districts;
6. Improved awareness on child labor laws and enforcement mechanisms;
7. Effective consultations -- focused on the strengths and interest areas of partners -- have opened more opportunities with strategic partners, i.e., MC, CLU, and LGS. Example: Meetings with MC provided opportunity for the Project to assist in their focus of developing a responsible mining framework for ASGM in Ghana.
8. Continuous advocacy with the Labor Department and MC to strengthen labor and mine inspection in ASGM sites;
9. Police officers at Adansi North and Aowin Districts have been trained on law enforcement and child labor issues; and
10. Dissemination of child labor information, including laws and policies, through sensitization and training workshops at the district and community levels.

Philippines

1. Gap Analysis on ASGM Laws conducted -- Small-scale mining and labor laws in the Philippines were analyzed and gaps were identified. These are important for the amendment of the Small-Scale Mining Law in the Philippines, specifically the sections on the application for the people's small-scale mining, and child labor and working conditions, which are incorporated in the law;
2. Working with the DENR in drafting the Bill amending the Small-Scale Mining Law -- Contracted a consultant recommended by the DENR to draft the proposed amendments;
3. Scope of DENR-headed Technical Working Group (TWG) on ASGM expanded to include labor concerns -- Negotiated with DENR to include the DOLE in the TWG. A discussion with the DENR has also been made to institutionalize the TWG under the DENR;
4. OSHC conducting a Risk Assessment Study on ASGM to amend OSH Guidelines on ASGM:
 - a. Inputs for the study were gathered from stakeholders in the mining communities, the Government and NGOs, and
 - b. This is now being finalized by the Occupational Safety and Health Center, an agency under the DOLE;
5. Contracting the Community Based Monitoring System (CBMS) to support LGUs in the development of laws and plans for ASGM -- ASGM issues will be included in the CBMS surveys;

6. ASGM Roadmap for Camarines Norte and South Cotabato developed—The ASGM roadmap in Camarines Norte has been validated; the standee posters on the roadmap have been printed. A roadmap workshop has also been conducted in South Cotabato; and
7. A Memorandum of Understanding (MOU) has been signed by local stakeholders on addressing ASGM issues – LGUs from Camarines Norte and South Cotabato have signed MOUs signifying specific support that they will provide in addressing ASGM issues.

OUTCOME 2 — Access of vulnerable households living in ASGM communities to social protection services, and to improved livelihood programs is increased

Ghana

1. Awareness of and action on child labor issues in pilot communities increased.
2. Pending agreements to be signed between GNASSM and NBSSI/ BAC.
3. Working with Government to expand School Feeding Program operational in some pilot communities.
4. Formation of CCPC in all four Project communities to support referral to social protection.
5. Coordination mechanisms for supply chain players and profiled stakeholders along the ASGM supply chain in ASGM developed by GNASSM in pilot areas.
6. GNASSM capacity for Project management enhanced.
7. GNASSM and UMaT set to provide trainings on OSH to miners in pilot communities.

Philippines

1. Formation, registration and strengthening of seven miners' associations in Camarines Norte (4 in Paracale, and 4 in Labo); working with the Bureau of Labor Relations-DOLE to conduct freedom of association orientations sessions.
2. Mercury-free technology training conducted.
3. Support for legalization of five small-scale mining operations ongoing; Barangay Malaya application is for signature by the DENR Secretary.
4. Ongoing service delivery by DOLE, DepEd, TESDA, DSWD in target communities.
5. Working with TESDA to transition adults and youth in ASGM communities to the job market.
6. Model and manual on compliant small-scale mining enterprise being developed; Compassionate Gold brand has been launched, Business Model study being finalized.
7. Ban Toxics facilitated the endorsement of the National Commission on Indigenous Peoples (NCIP) on five *Minahang Bayan* applications, to be endorsed by the MGB-DENR for clearance. These communities were not aware of the NCIP requirements.
8. Ban Toxics also assisted in field investigation and the submission of documentary requirements; miners find it intimidating for miners to visit Government offices. There are now 15 sites, which have been approved/ legalized all over the country.

OUTCOME 3 — Mechanisms to increase transparency and monitoring of child labour and working conditions in gold mining supply chains are developed and implemented, with a particular focus on ASGM

Ghana

1. Capacity of nine districts of the MC enhanced – to identify and act on child labor issues.
2. Tools developed for ASGM monitoring (e.g., tool shared with Galamstop software), and referral mechanism on child labor, with key stakeholders: MC, CLU and GNASSM.
3. Inputs provided to child labour section of the GalamStop of the Inter-Ministerial Committee on Illegal Mining (IMCIM) – Tool has been developed for ASGM linked to this software on android phones for data collection; Project has offered communities to pilot-test this software.
4. Government and CSOs in pilot districts trained on handling issues on CL and WC in mines.
5. Community Child Protection Committees (CCPCs) functional in pilot communities (four districts).
6. School clubs established in pilot communities to support monitoring awareness of CL through the SCREAM methodology.
7. Awareness of CL in mining communities increased.

Philippines

1. Updates on SHIELD against CL Program (in partnership with DSWD):
 - a. MOA with LGUs signed; Resolutions issued; SHIELD Focal Persons identified; DSWD, MGB- and EMB-DENR, DRRMO, DOLE, LGUs compose the Community Monitoring Team.
 - b. Communications materials launched
 - c. CL Local Registry finalized.
 - d. Profiling of children and service delivery ongoing.
2. Local mechanism for the certification of the Compassionate Gold brand.
3. KAP study completed—to be used as reference for communications campaign materials.
4. Conduct of supply chain study ongoing.
5. Working with ECOP in developing “due diligence” guidelines for ASGM enterprises.

OUTCOME 4 — Global networks to reduce child labor in ASGM are operational, and improve working conditions in countries where ASGM is significant

1. Global PSA completed, for updating
2. Need to identify 3 global networks; and 2 coordination platforms
3. Local network meetings have been convened; need to finalize network to focus on; consider Alliance 8.7 linkage
4. Engagement in international platforms, e.g., Mongolia, Zambia, Burkina Faso, etc.
5. Manila Conference preparations
6. TOR for Guidance Document/ Tool under development; ECOP in PH already on board
7. South-South: GH to PH; PH to Indonesia
8. Platforms: CLP
9. Finalization of Work Plan for global activities

Manila Experts’ Meeting and Knowledge Sharing on CL and WC in ASGM

1. The focus of the meeting will be on the issue of child labor and working conditions issues in ASGM as they are linked to decent work and compliance with Fundamental Principles and Rights at Work for the parents, families and communities involved.
2. ILO’s framework on transition of work from informality to formality will also come into play as this is seen by stakeholders as a key solution to address deficiencies associated with the sub-sector. ILO’s tools on Occupational Safety and Health (OSH), enterprise development, child labor monitoring, due diligence guidelines will also be used.
3. There is a growing global movement to support the development of ASGM as a means of resolving different issues in the sub-sector. To this end, numerous conferences have and continue to be held in different parts of the world. There has been no gathering on ASGM, however, that has been focused solely on labor issues, especially child labor. This meeting will be the first-ever that will tackle this theme and it is hoped to be the start of many more.
4. The overall objective of the Meeting is to provide a platform for global actors to discuss issues of child labor and working conditions in ASGM and explore how these can be addressed within the context of mine formalization. The specific objectives can include the following:
 - a. Clarify understanding of concepts of child labour, poor working conditions and other decent work compliance issues in ASGM;
 - b. Reinforce cooperation on resolving labour concerns in ASGM and how global action and cooperation could be used to address these;
 - c. Increase and share knowledge about tools to address issues of child labour and poor working conditions in ASGM; and
 - d. Increase and share knowledge about good practices and models to address child labour, working conditions and related issues in ASGM.

IV. Discussion Notes on Project Outcomes

This section contains key take-aways from the Outcome discussions, as culled from the **Proceedings** of the Midterm Performance Review. Other areas covered include discussions on the Manila Experts' Meeting in 2019, and Project sustainability.

A. Discussion Notes on Outcome 1

Project timelines

- USDOL: Meeting the initial Project timeline is a challenge for both countries. Can timelines be met in terms of achieving target activities, given their current status?
 1. Ghana
 - Although Work Plans are being updated, there are factors beyond the control of Project staff. Innovations are being implemented to meet the targets.
 - The Project now engages communities outside of mining sites to move forward, although there are cost constraints. Miners would be engaged in OSH trainings offsite.
 - Despite the ban on ASGM in Ghana, staff relies on the alternatives forwarded by the Project, such as planning training for miners outside mining sites, and maximizing their idleness for capacity building.
 2. Philippines
 - It would be very challenging to achieve all of the activities within the original timeline of April 2019; however, they will be completed by October 2019.

Project visibility

- USDOL/ ILO DWT: Although the Project has achieved significant achievements, work has to be done to highlight them. Review achievements against the activity mapping or vis-à-vis the CMEP.
 1. Ghana
 - We did not adjust the achievements in relation to the CMEP. It was our understanding that this Midterm Performance Review would be an informal dialog to discuss what we have achieved so far.
 - CMEP was approved only in July 2018; it takes some time for this to be finalized. Although CMEP is now included in the Project Document, we can look at the achievements and try to reconcile them with the CMEP.
 - This is the first ILO Project on ASGM that can be shared globally; details on mining communities should be documented. It is important to see how we can have this meeting feed into the global-level discussions in terms of ASGM, particularly on issues on child labor and working conditions.
 2. Philippines
 - Adjustments will have to be made.

Barriers to achieving results

- USDOL: What were some identified barriers to achieving Project results?
 1. Ghana
 - The ban on ASGM.
 - Licenses are location-specific; barriers in enforcing laws include poor law enforcement and political influences from people in high places.
 2. Philippines
 - On the matter of national/ local elections affecting implementation, the Project can provide technical training to newly elected officials to ensure Project continuity.

B. Discussion Notes on Outcome 2

Partnerships

- USDOL: How did you identify Project partners?
 1. Ghana
 - We partnered with social workers because they are first-liners for referrals. They are also members of the Social Services Sub-Committee, which is mainstreamed by virtue of their legal mandate.
 - There was emphasis on productivity in mining operations/ profitability. Behavior change is needed. This will also lead to self-regulation, such as having their own Code of Practice, own monitoring, own enforcement of Code of Practice, taxation, etc.
 2. Philippines
 - Regarding the program on effective parenting sessions in Ghana, this can be replicated in the Philippines to reach the target of 630,000 Project beneficiaries. We can link them with the DSWD, which conducts responsible parenthood sessions under the conditional cash transfer (CCT) program.
 - The Project design does not include the provision of direct services; thus, this ensures that Government, by virtue of its mandated functions, provides access to basic social services and programs for mining communities. This is key to Project sustainability.

Public advocacy needed

- USDOL/ ILO HQ/ ILO DWT: Communicate messages on how the Project is contributing and complementing Government efforts. Sustain awareness raising and public advocacy campaigns.
 1. Ghana
 - Partner with private business and organizations, and identify “champions” for a strong IGM sector.
 - Provide Government with the impact of the ban on ASGM.
 - Provide Project updates to Government line offices/ officials.
 2. Philippines
 - Highlight compelling stories that the work can be done, and document communities’ success factors.
 - Empowerment and sustainability are important key terms. Empowerment comes from the communities, such as in the case of Barangay Malaya. These communities should be linked with Government to ensure sustainability.

Providing direct services

- USDOL: This action item will be brought up with USDOL. We will explore mechanisms to move this forward.
 1. Ghana
 - It is difficult to withdraw children from mining without providing them with some form of direct support services (e.g., school supplies, etc.); contrast between SHIELD and CARING-profiled children.
 - Identify NGOs that provide these programs and services/ other alternatives, and collaborate to link children for services. There will be no direct intervention.
 - Project activities have to be balanced with the CMEP.
 2. Philippines
 - The implementation agreement was originally until January 2019. Although there are practical needs and these require some costs, BAN Toxics commits to deliver within the Project timeline.

C. Discussion Notes on Outcome 3

Cross-cutting strategies

- USDOL: How are these Project achievements/ strategies interrelated with other Outcomes?
 1. Ghana
 - Examples of cross-cutting and interrelation: (a) The developed tools and capacity building trainings conducted contribute to CLMS and the Action Plans of the Child Protection Committees; (b) Linking national with local CLMS; and (c) Organizing local discussions and raising concerns to the national level.
 2. Philippines
 - SHIELD is working toward a better coordination mechanism from the local to national levels; better cohesion is needed to also help the Project implementing partners.

Child labor monitoring

- ILO HQ: There is a need to come up with a National Registry to get the profiles of child labor in specific ASGM communities. Linkage has to be visible between community- and national-level monitoring.
- USDOL: After the JBS training, finding showed Government officials do not have the skills to monitor child labor.
- ILO-DWT: Important to use existing structures and what Government has already put in place, instead of developing new systems all the time.
 1. Ghana
 - It is important to have a system that is owned by the community – simplified and user-friendly, to include business issues.
 - The current challenge with the Labor Department is that it is centralized; thus, the Project has to work in every district, using available structures that inform the Social Welfare Department officers who are decentralized and in Project districts.
 - Ghana is now in the process of reviewing the CLMS; the CARING Project can feed into this discussion by making its Project sites as pilot areas for the revised CLMS, as well as partnering with the Department of Social Services.
 2. Philippines
 - Project Teams recognize the need to develop a functional model of a national CLMS, with inputs from the community level, for implementation across all levels (bottom-up approach).

'Due diligence' tool

- USDOL: The Alliance of Responsible Mining (ARM) is developing the global standards at present. We could explore partnering with them for the development of the “due diligence” tool.
- ILO-DWT: Look into the role of the ILO and the Project in relation to the certification process. We may need further discussion on the branding of Compassionate Gold.

On the SHIELD Program

- ILO HQ: On the mutual learning for the two countries, what can be extracted from the SHIELD Program?

Philippines

- SHIELD is a platform for knowledge sharing, as well as coordination among Government line agencies with the local Technical Working Group (TWG) and other monitoring bodies on the ground.
- SHIELD covers only Camarines Norte. The proposal is to include South Cotabato.

Linking with new actors

- USDOL: Bring in new actors for synergies and further collaboration. Link with the relevant Projects to take advantage of emerging opportunities.
 - ILO-DWT: Go outside the box; explore linking with other players in the private sector and other non-traditional partners.
 - ILO-HQ: Link with OECD, other associations at the global level. Companies have to examine their supply chains.
1. Ghana
 - Link with other ILO projects – Mining Industry Tripartite Council now organized; look into just transition framework of large-scale mining/ OSH programs/ SHIELD/ labor inspectorate, etc.
 - Explore synergies with the Child Labor Project in cocoa, with regard to CLMS.
 2. Philippines
 - The issue on teenage pregnancies can be included in the Project scope. Some CL are mothers already; Project can have programs for special cases, and refer them to related DSWD programs.
 - In Camarines Norte, there is strong support for the Project from the miners' sector. Many players have been tapped for the Project. For South Cotabato, we still have to organize the miners and/or map existing miners' organizations.
 3. Ghana and Philippines
 - The CARING Project will explore partnering with media in advocacy work.

Learning from past ILO Child Labor Projects

- USDOL: Bring in experiences from other sectors in successful ILO projects.
- ILO-HQ: Look into the lessons learned from past ILO child labor projects (e.g., soccer ball, surgical instruments, carpets, etc.). In Africa last year, there was a mega-analysis (compendium) of past ILO child labor project experiences—this could be accessed for knowledge sharing.
- ILO DWT: Look into documented ILO child labor projects that have demonstrated examples on preventive mechanisms, which this Project can replicate.
- ILO-ROAP: All Project-end evaluation reports have summaries. These would be good information resources worth considering for adoption by the Project.

D. Discussion Notes on the Manila Experts' Meeting

1. ILO-HQ: Start identifying the partners we are working with. We want to make sure that child labor issues are highlighted, and how we want the conversation/ discussion to proceed.
2. USDOL: The United Nations Development Programme (UNDP) plans to convene another global initiative in October; explore synergies with networks and other initiatives toward ensuring project sustainability.
3. ILO-HQ: As a general comment, this Project is seen to enhance the knowledge of ILO on the ASGM sector, and address decent work deficit in ASGM. We have to come up with criteria for choosing countries and sectors, and strengthen the ILO position on this sector.
4. Global: From the point of view of the Project, the Meeting is a good platform to share knowledge about tools to address child labor issues and poor working conditions in ASGM, as well as good practices and models.

E. Discussion Notes on Project Sustainability

1. Providing livelihood and social protection programs to identified beneficiaries will significantly contribute to lasting Project gains.
2. Ensure that Project deliverables, targets, and actual accomplishments are reflected in the crafting of the Development Plans of ASGM communities.
3. Working with existing Government structures is key in ensuring project sustainability. These include the National Program against Child Labor (NPACL), MC, CLU, and the ASGM Technical Working Group of DENR, among others. With their mandated regulatory and enforcement powers, the Project will be institutionalized.
4. SHIELD has a huge potential to be sustained beyond the Project life; DSWD has already indicated its plan to roll-out the SHIELD program nationwide in 2020.
5. Project sustainability is ensured if achievements, particularly those with social protection components, emanate from the local/ community level, which are eventually replicated at the national level.
6. Communities have to assess their own needs and resources; this fosters ownership of Project achievements.
7. The CARING Project design itself assures its sustainability. The Project views the target beneficiaries from a sectoral lens—if we work toward the formalization of ASGM communities, child labor will consequently be addressed as well.
8. As a capacity building Project, it is relatively not easy to monitor and measure progress. Since the Project seeks to create more opportunities, Project results will take some time to show, but will ultimately have long lasting results.
9. A concrete example of Project sustainability is the experience of Barangay Malaya. The Project focus is sectoral – policies are in place to ensure access to Government programs and services.

V. Methodology of the Midterm Performance Review

The Midterm Performance Review was designed as a participatory learning and reflection workshop that was utilization-focused. It took the form of a workshop with participants coming from key ILO implementing staff from Ghana, the Philippines, Geneva, ROAP, DWT-Bangkok, Project implementing partners, and USDOL. The Project's performance toward meeting intended outcomes and the Project objective were extensively discussed.

The process was qualitative and participatory in approach. It involved in-depth discussions on Project implementation procedures from planning to execution of activities, to follow-up actions. Information was drawn from implementing partners who have participated actively in Project implementation. Collated information will be shared with partners in a meeting to ensure their full participation and ownership of the process.

*The **Agenda of the Midterm Performance** is attached as **Annex B**.*

The following were the guide questions to the discussions on the four Project Outcomes:

1. What are strategies for implementing the Outcomes?
2. What are the key differences or similarities between implementation of the Outcomes in Ghana and the Philippines?
3. What are the major Project achievements so far; and what were some barriers to achieving Project results?
4. Is Project delivery in line with timelines of the Project? What is working and what needs to change?
5. What are the Project's main activities for the remainder of the Project?
6. How are external factors influencing positively or negatively the Project implementation, including particularly enhancing or hindering Project activities?
7. Are the strategies to ensure sustainability viable? What is the project's sustainability plan and how is it going to be implemented?

After the Midterm Performance Review, ILO and USDOL will develop a Follow-up Plan, which will outline main activities and timelines, based on the validated Documentation Report of the Review. The Project Teams in Ghana and the Philippines will report on the implementation of the Follow-up Plan in the Technical Progress Report.

VI. Comments on the Midterm Performance Review Process

Since the Midterm Performance Review is new for both ILO and USDOL, feedback from the Participants was gathered for suggestions on the implementation of the Review methodology, and recommendations to improve the process in the next Project review.

Project implementing partner (BAN Toxics):

The Review process employed a new methodology to seriously assess the gains of the Project. Through the informal exchange and phased discussions, Project details were carefully looked into, and remedial actions were mutually recommended to move the Project forward. This was a learning experience for Ban Toxics, which will significantly contribute toward Project sustainability.

Ghana Project Team:

- ✓ The entire process was refreshing because of its approach of not trying to find fault and blame on some Project challenges, but instead sought corrective measures and solutions to setbacks and delays in Project implementation. We are grateful for this opportunity to interface with the Philippines Team. This process of assessment should be done again as it provides an avenue to sit together and find replicable courses of action to address common barriers to achieve Project results.
- ✓ The Review was designed to take a quick look at how the Project has attained its achievements so far; it also allowed Project staff to reflect on what it has done well, and how it can further improve on strategies to accomplish Project Outcomes.
- ✓ It has been a challenging period of implementation for the Project, and we have been through a lot of difficult situations and adjustments. The Review process was a platform to identify actions that need to be done to meet Project targets, both at country- and global-levels.

This was the first time that the CARING Project “family” has come together; it was a much needed internal meeting of the Ghana and Philippine teams, which is deemed vital and crucial as we endeavour to convene “outside” actors and players/ stakeholders. The Review was more like a “halftime huddle” for both Project teams, especially as we adjust our respective game plans for the remaining 14 months of the Project. We note this, with a sense of urgency, as we particularly approach the critical turnover stage of the Project.

Credit is extended to the USDOL for this welcome opportunity to interface with both Project Teams, the Project implementers, as well as with the guiding insights of key ILO officials from FUNDAMENTALS, ROAP, and the Philippines Country Office.

Philippines Project Team:

- ✓ This exercise was useful, especially the CMEP part because it allows for flexibility in meeting targets. Hearing all points that were raised during the discussion in the last three days gives The Project staff the needed push and excitement to move the Project forward in the coming months.
- ✓ The unstructured Review process was helpful since it encouraged participants to reflect on the things that have been accomplished so far, as well as forward practical and doable corrective measures to meet Project timelines. The free-flowing discussion was a good learning experience for both country Teams; we saw similarities and insights from each other that could be adapted in our respective country-level implementation strategies.

- ✓ The Review provided an avenue for frank, candid and straightforward exchange of ideas toward recommending remedial interventions in Project implementation at this stage.

ILO FUNDAMENTALS:

Overall, the Midterm Performance Review was a useful opportunity to fine-tune and improve how strategies are being carried out. Many issues and concerns were forwarded, which we are keen on raising with ILO-Geneva, especially on internal processes, with the view to provide advice on how to improve the way we do things.

ILO ROAP:

It is noted that much has, indeed, been accomplished by the Project at this point. One thing that stands out is that we should learn to link and work closely with Project Team members. More work is expected in the coming months, specifically in terms of monitoring and evaluation, and the CMEP.

ILO DWT-Bangkok:

It was a wonderful opportunity to meet both Project Teams in person, after only frequent exchange of e-mails. It is, thus, highly recommended that this informal methodology be used during the annual internal Project review, especially as it will entail less costs.

The Project's importance is highlighted in this Review. Thus, it is important to work closely with the private sector. The contribution of BAN Toxics is highly recognized; it is, in fact, regarded as part of the ILO Project Team. We express our thanks to the ILO Philippines Country Office, and both the Ghana and Philippines Project Teams for their commitment and dedication to realizing the Project's goals and objective. We look forward to more achievements in the next 14 months.

USDOL:

This was a good exercise to reflect on the CARING Project – what things have to be improved, as well as its complexities and challenges. Listening and participating in the discussions during the past three days gives me the feeling that I am also a part of the Team. The Review afforded me the chance to personally meet each of the Project staff, and learn what they are doing first-hand.

With all the gains of the Project, it is important to showcase them to demonstrate public visibility, whether at the community and national levels or through the production of information and advocacy materials. USDOL and ILO continue to seek innovative ways to oversee the Project, as we maintain a robust working relationship with the ILO.

We reiterate our sincere thanks to all the Review participants for their active cooperative and involvement, as well as for their commitment toward implementing the programmed activities and meeting the Project outcomes. We also look forward to the Meeting in Manila next year.

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Annex A

List of Participants

Ghana:

1. Cesar Giovanni Soledad – Project Manager
2. Emmanuel Kwame Mensah – Child Labor Officer
3. Louisa Asigri-Telly – Monitoring and Evaluation Officer
4. Kwaku Philip Treveh – Mining Officer

Philippines:

1. Arleen Grace A. Taguba – Child Labor Officer
2. Ma. Concepcion E. Sardaña – Senior Programme Officer (Facilitator)
3. Irene de Leon – Monitoring and Evaluation Officer
4. Sarah Marie Aviado – Mining Officer, BANTOXICS
5. Fr. Reynaldo San Juan – Chief Operations Officer, BANTOXICS

ILO Fundamental Principles and Rights at Work Branch (FUNDAMENTALS):

1. Alexandre Soho – Senior Technical Officer for Agriculture and Rural Economy

ILO Decent Work Team (DWT)-Bangkok:

1. Bharati Pflug – Senior Specialist, FUNDAMENTALS

ILO Regional Office for Asia and the Pacific (ROAP):

1. Pamornrat Pringsulaka – Monitoring and Evaluation Officer (Facilitator)

United States Department of Labor (USDOL):

1. Pilar Velasquez – Grant Officer, USDOL – CARING Gold Mining Project
2. Lauren Jowell (via Skype)

Documenters:

1. Mitchell P. Duran
2. Mear Vicuña

Annex B

Agenda of the Midterm Performance Review

Day 1—Monday (20 August 2018)

8:30 a.m. – 9 a.m.	Welcome, Introductions, Logistics, and Objective Overview
9 a.m. – 12 nn <i>15-minute coffee break</i>	<p>What is the general Country context on ASGM and project components?</p> <p>Outcome 1 Laws, policies and action plans to address child labor and/or working conditions in ASGM are adopted and/or enforced and implemented</p>
	<p><u>Guiding Questions:</u></p> <ul style="list-style-type: none"> • What are strategies for implementing Outcome 1? • What are the key differences or similarities between implementation of Outcome 1 in Ghana and the Philippines? • What are the major project achievements so far; and, what were some barriers to achieving project results? • Is project delivery in line with timelines of the project? What is working and what needs to change? What are the project's main activities for the remainder of the project? • How are external factors influencing positively or negatively the project implementation, including particularly enhancing or hindering project activities? (e.g., the ban on ASGM in Ghana)
12 nn – 1 p.m.	Lunch
1 p.m. – 4 p.m. <i>15-minute coffee break</i>	<p>Outcome 2 Access of vulnerable households living in ASGM communities to relevant social protection and livelihoods programs is improved in Ghana and the Philippines</p>
	<p><u>Guiding Questions:</u></p> <ul style="list-style-type: none"> • What are strategies for implementing Outcome 2? • What are the key differences or similarities between implementation of Outcome 2 in Ghana and the Philippines? • What are the major project achievements so far; and, what were some barriers to achieving project results? • Is project delivery in line with timelines of the project? What is working and what needs to change? What are the project's main activities for the remainder of the project? • How are external factors influencing positively or negatively the project implementation, including particularly enhancing or hindering project activities. (e.g., the ban on ASGM in Ghana)
4 p.m. – 5 p.m.	Review and Documentation of Lessons Learned and Action Items
	<ul style="list-style-type: none"> • What are the action items and key take-aways from Day 1?

Day 2—Tuesday (21 August 2018)

8:30 a.m. – 9 a.m.	Sign-in and Overview of the Day
9 a.m. – 12 nn <i>15-minute coffee break</i>	Outcome 3 Mechanisms to increase monitoring of CL and WC in gold mining supply chains, particularly ASGM, are developed and implemented in Ghana and the Philippines
	<p><u>Guiding Questions:</u></p> <ul style="list-style-type: none"> • <i>What are strategies for implementing Outcome 3?</i> • <i>What are the key differences or similarities between implementation of Outcome 3 in Ghana and the Philippines?</i> • <i>What are the major project achievements so far; and, what were some barriers to achieving project results?</i> • <i>Is project delivery in line with timelines of the project? What is working and what needs to change? What are the project's main activities for the remainder of the project?</i> • <i>How are external factors influencing positively or negatively the project implementation, including particularly enhancing or hindering project activities? (e.g., the ban on ASGM in Ghana)</i>
12 nn – 1 p.m.	Lunch
1 p.m. – 4 p.m. <i>15-minute coffee break</i>	What is the general Global context? Outcome 4 Global networks to reduce child labor (CL) and improve working conditions (WC) in ASGM are operational
	<p><u>Guiding Questions:</u></p> <ul style="list-style-type: none"> • <i>What are the national networks available?</i> • <i>Which global networks have been identified for project implementation?</i> • <i>What are the major project achievements so far; and, what were some barriers to achieving project results?</i> • <i>Is project delivery in line with timelines of the project? What is working and what needs to change? What are the project's main activities for the remainder of the project?</i> • <i>How are external factors influencing positively or negatively the project implementation, including particularly enhancing or hindering project activities? (e.g., the ban on ASGM in Ghana)</i>
4 p.m. – 5 p.m.	Review and Documentation of Lessons Learned and Action Items
	<ul style="list-style-type: none"> • <i>What are the action items and key take-aways from Day 2?</i>

Day 3—Wednesday (22 August 2018)

8:30 a.m. – 9 a.m.	Sign-in and Overview of the Day
9 a.m. – 10:30 a.m.	CMEP Review and Discussion from Input from Implementing Partners Presentation on guidance on implementation and analysis of CMEP (PowerPoint presentation by Pilar Velasquez and/or connection with Lauren Jowell [USDOL] through Skype)
	<u>Guiding Question:</u> <ul style="list-style-type: none">• <i>To what extent were stakeholders involved in project implementation to ensure ownership?</i>
<i>15-minute coffee break</i>	
10:45 a.m. – 12 nn	Award Administration and Internal Procedures Discussion
	<u>Guiding Question:</u> <ul style="list-style-type: none">• <i>What is working well, and what needs to change?</i>
12 nn – 1 p.m.	Lunch
1 p.m. – 2:30 p.m.	Sustainability Plan
	<u>Guiding Question:</u> <ul style="list-style-type: none">• <i>Are the strategies to ensure sustainability viable? What is the project's Sustainability Plan and how is it going to be implemented?</i>
<i>15-minute coffee break</i>	
2:45 p.m. – 5 p.m.	Review and Documentation of Lessons Learned and Action Items and Timeline for Next Steps
	<u>Guiding Questions:</u> <ul style="list-style-type: none">• <i>What are the action items and key take-aways from Day 3?</i>• <i>What is the timeline for the report?</i>

Annex C

Project Sustainability Matrix

Project Component	Conditions required to sustain the Project	Further (future) actions by institutions and partners involved	Process to monitor progress of sustainability elements	Status of elements of sustainability
1. Laws, policies and action plans to address CL and/or WC in ASGM (in Ghana and the Philippines) are adopted, enforced or implemented	Law enforcement agencies, policy makers and implementers participate in and own law enforcement interventions of the project in the context of their respective national plans of action	Application of enforcement mechanisms and policy action plans developed with project assistance	Review meeting documentations and reports on the participation, including on quality, of different stakeholders in Project activities. Consultations to reflect on project activities	N/A
2. Access of vulnerable households living in ASGM communities to relevant social protection and livelihood programs is improved in Ghana and the Philippines	Programmes that provide social protection and livelihood services are targeting ASGM communities for delivery.	Available social protection and livelihood policies are made accessible to targeted ASGM beneficiary communities.	Review contents, scope and reports of these programmes. Consultations to reflect on project activities	N/A
3. Mechanisms to increase monitoring of child labour and working conditions in gold mining supply chains, particularly ASGM, are developed and implemented in Ghana and the Philippines	Stakeholders along the ASGM supply chain in Ghana and the Philippines are bound by institutionalized systems and guidelines that compel them to comply with labour standards.	Institutions and stakeholders implement and apply the monitoring tools developed in collaboration with the project	Review monitoring and compliance reports. Consultations to reflect on project activities	N/A
4. Global networks to reduce CL and improve WC in ASGM are operational	Targeted global networks have incorporated addressing child labour and poor working conditions in their objectives and plans	Targeted networks are conducting activities to address child labour and poor working conditions.	Review meetings and reports of identified global networks. Consultations to reflect on project activities	N/A

Annex D

Matrix of Prioritized Action Points

#	ACTION POINTS	6 MOS.	1 YEAR	2 YEARS	BEYOND 2 YEARS
1	<ul style="list-style-type: none"> Extend Project activities until October 2019; finalize Project revision Finalize no-cost extension and initiate process of cost extension 	P; G GL* USDOL			
2	<ul style="list-style-type: none"> Review and discuss contract with Ban Toxics 	P* GL			
3	<ul style="list-style-type: none"> Ensure visibility of Project activities through documentation of results, processes, best practices, case studies, etc. Share information systematically with Government via joint activities 	P; G			
4	Develop and implement a Strategic Communications and Advocacy Plan, building on the findings/conclusions of the study on Knowledge, Attitude and Practice (KAP)	P; G			
5	Build on the lessons learned/ good practices of past ILO anti-child labor programs, e.g., soccer balls, surgical instruments, carpets, etc.	GL			
6	Strengthen women's participation in mining, to include: <ul style="list-style-type: none"> Women managers/ entrepreneurs Women's engagement/ empowerment/ leadership Capacity building for women Gender studies/ more research on roles of women in mining 		P+ G+		
7	Work toward formalization: <ul style="list-style-type: none"> Promote better understanding of formalization—how the Project can contribute to formalization Legal processes—procedural requirements for business registration, e.g., business permits, license fees, etc. Conceptualization 	P; G			
8	Promote/ advocate mercury-free technologies and innovations toward the elimination or reduction of mercury use <ul style="list-style-type: none"> More collaboration/ coordination with Ban Toxics; United Nations Environment Programme (UNEP); University of Mines and Technology (UMaT); Ghana National Association of Small Scale Mining (GNASSM); Global Environment Facility-Global Opportunity for Long-Term Development (GEF GOLD); Artisanal Gold Council (AGC), etc. Following the site visits in Ghana and the Philippines, look into issues related to personal protective equipment (PPEs). 	P; G			
9	Build on the Philippine experience in conditional cash transfer program; tap other related DSWD programs/ services	P; G (Sharing) GL			

10	Engage the Ghana Ministry of Gender for the possible review of LEAP ○ Conduct a case study on cash transfer program for aged guardians/ grandparents (single-headed households with child laborers) who do not have business and/or entrepreneurial know-how		G		
11	Anchor on programs of DSWD, and develop initiatives to address teenage pregnancy/ early marriage		P		
12	Adopt responsible parenting programs/ sessions	P; G			
13	Identify program models on preventing children from going into child labor (children at-risk), and factor these into the Child Labor Monitoring System (CLMS)	P; G			
14	Define the nature/extent of amendments to national laws, policies and action plans—i.e., adoption, enforcement, implementation?	P; G			
15	CMEP use/ analysis	P; G			
16	Knowledge sharing—e.g., collaboration with UMaT and University of British Columbia; sharing of information and methodology; political dynamics of mining, etc. ○ Explore information sharing between Ghana and the Philippines; how Ghana can support the Philippines (South-South cooperation)—e.g., certification course on mining administration, mining inspection, OSH, etc.		GL		
17	Strengthen/ expand networks of non-traditional partners		P; G GL		
18	Explore partnership with telcos	G			
19	Engage media as Project partner in advocacy work	P; G			
20	Partner with Bangko Sentral ng Pilipinas (BSP) and Mines and Geosciences Bureau-Department of Environment and Natural Resources (MGB-DENR) for 0-Taxation in <i>Minahang Bayan</i> areas (People's Small-Scale Mines)		P		
21	Reach out to other players in the supply chain, e.g., gold refiners, Central Bank, etc.		P / G GL		
22	Pilot SHIELD in South Cotabato		P+		
23	Provide direct services for non-SHIELD children, e.g., school feeding program, provision of school supplies, etc.		P+		

24	<ul style="list-style-type: none"> Advocate for inclusion of child labor programs in national household registry, e.g., school feeding program, other social protection interventions Formulate criteria for targeting social services for child labor cases 		G		
25	Provide linkage between national and sub-national toward implementing and enforcing child labor laws and policies	G			
26	Finalize strategy on setting up of a national coordinating body that will be linked to global platform	P / G GL			
27	Finalize strategy on (due diligence) guidance tool Tools – Alliance for Responsible Mining (ARM), Craft Code, etc.; share timeline for preparation of these tools	GL			
28	Define the roles of ILO, USDOL, the CARING Project, and partners in the Community-Led Monitoring and Certification Team (CMCT) and Compassionate Gold	P			
29	Align Compassionate Gold with global standard, e.g., Craft Code	P			
30	Address facilities/ utilities issues in Ghana Office	G			
31	Canvassing (Pro-forma; Use of Long-Term Agreements)	P; G			
32	Review of the Sustainability Matrix	P; G			
33	Rollout of USDOL Branding Guidelines for all communications products and visibility collaterals	P; G			
34	Prepare for a possible Project Audit	P; G			
35	Include Ad/Fin Staff in the next Project Review	P; G			
36	Prepare for the Experts' Meeting and Knowledge-Sharing on Child Labor and Working Conditions in ASGM (2019)	P; G			

Legend:

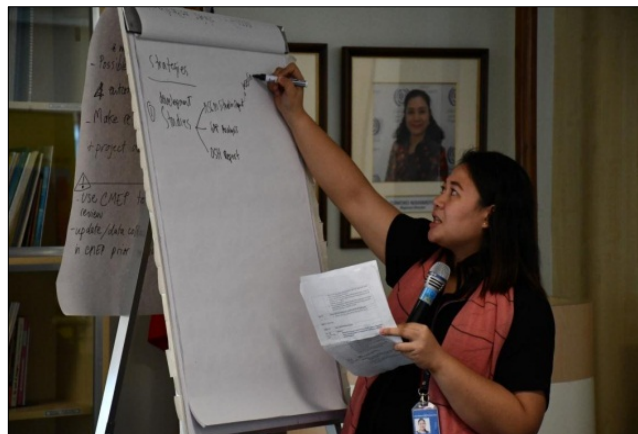
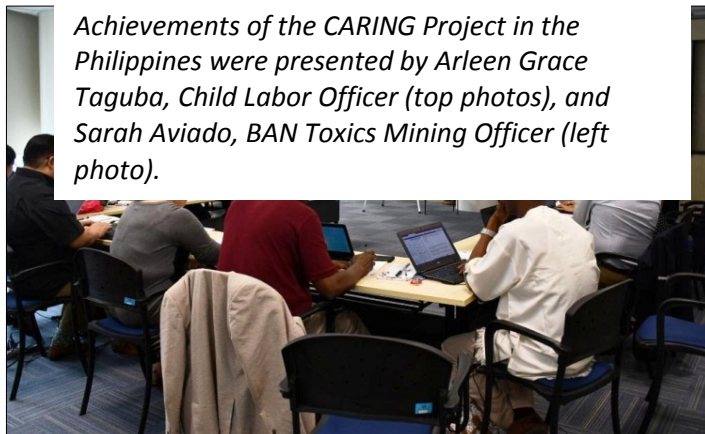
P	To be implemented by the Philippines
G	To be implemented by Ghana
GL	To be implemented by Global
USDOL	U.S. Department of Labor
*	For immediate action
+	Requires additional funding

Annex E

Photos

Presentation of Project Achievements

Achievements of the CARING Project in the Philippines were presented by Arleen Grace Taguba, Child Labor Officer (top photos), and Sarah Aviado, BAN Toxics Mining Officer (left photo).



*presented by Kwaku Philip Treveh, Mining Officer (left photo), and
uation Officer (right photo).*

Discussions on Project Implementation



Facilitators (above photo, L-R): Pamornrat Pringsulaka, Monitoring and Evaluation Officer, ILO-ROAP; and Ma. Concepcion Sardaña, Senior Programme Officer, ILO-Philippines.



BAN Toxics officers (above photo, L-R): Sarah Aviado, BAN Toxics Mining Officer; and Fr. Reynaldo San Juan, Chief Operations Officer.



Ghana Project Team (clockwise): Louisa Asigri-Telly, Monitoring and Evaluation Officer; Emmanuel Kwame Mensah, Child Labor Officer; Cesar Giovanni Soledad, Project Manager; and Kwaku Philip Treveh, Mining Officer.

Discussions on Project Sustainability

(Top photos, L-R): Alexandre Soho, Senior Technical Officer for Agriculture and Rural Economy, ILO FUNDAMENTALS; Pilar Velasquez, Grant Officer, USDOL; and (left): Bharati Pflug, Senior Specialist, ILO Decent Work Team-Bangkok.



Discussions on Project Action Plans



The Midterm Performance Review Participants

